Claims

1-17. (Canceled)

18.   **(Currently Amended)** A method for finding a plurality of job candidates

resembling a particular employee having desired characteristics ~~suitable for a job~~

~~requisition~~, the method comprising:

via at least one ontology-based extractor and at least one ontology-independent

extractor, conceptualizing job candidate data for a plurality of job candidates to generate

conceptualized job candidate data, wherein the conceptualized job candidate data comprises,

for each job candidate, a set of concept scores defining a respective point in an n-dimensional

concept space, the concept scores including concept scores for at least one job title, and at least

one job skill for the job candidate, whereby the job candidates are represented by job candidate

points in the n-dimensional concept space;

generating desired job candidate criteria via extraction of concepts from job

candidate data for the particular employee having desired characteristics, wherein the

job candidate data for the particular employee comprises a resume of the particular

employee having desired characteristics;

receiving the ~~converting a job requisition to~~ desired job candidate criteria, wherein

the desired job candidate criteria comprises a desired job candidate criteria point in the n-

dimensional concept space;

finding m job candidate points closest to the desired job candidate criteria point in the n-

dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the m job candidate points as job candidates matching the desired job candidate criteria**, whereby job candidates resembling the particular employee are indicated**.

19-66. (Canceled)

67. **(Currently Amended)** A computer-implemented method of finding a job candidate suitable to fill a position **via finding a job candidate resembling a particular employee having desired characteristics**, the method comprising:

~~converting a job requisition to~~ **generating desired job candidate characteristics via extraction of concepts from job candidate data for the particular employee having** characteristics desired to fill the position**, wherein the job candidate data comprises a resume of the particular employee having desired characteristics**;

matching the **desired job candidate** characteristics ~~desired to fill the position~~ to a set of a plurality of job candidates via an n-dimensional concept space, wherein the ~~converting~~ **generating** and the matching steps are performed by a computer system; and

providing results indicating a plurality of job candidates matching the **desired job candidate characteristics extracted from the job candidate data for the particular employee having** characteristics desired to fill the position.

68.   **(Currently Amended)** The method of claim 67 wherein

the plurality of job candidates are represented by a plurality of job candidate

representations in the n-dimensional concept space;

the **desired job candidate** characteristics ~~desired to fill the position~~ are represented by

a point in the n-dimensional concept space; and

the matching is performed via a distance function to find the m job candidate

representations closest to the point in the n-dimensional concept space.

69-72. (Canceled)

73.   **(Currently Amended)**   The method of claim 18 wherein the job candidate data

for the job candidate comprises assessment results of the job candidate.

74.   **(Currently Amended)**   The method of claim 18 wherein the ~~extracting~~

extraction of concepts is performed based on detecting a synonym ~~of the~~ **for a** concept in the

job candidate data **for the particular employee having desired characteristics**.

75.   **(Currently Amended)**   The method of claim 18 wherein the concept scores are

based at least in part on a level of experience for at least one ~~of the concepts~~ **associated**

concept.

76.   (Previously Presented)   The method of claim 18 wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

77.   (**Currently Amended**) At least one computer-readable storage medium having stored thereon computer executable instructions, which instructions when executed by a computer system cause to be performed a method of finding a plurality of job candidates **resembling a particular employee having desired characteristics** ~~suitable for a job requisition~~, the method comprising:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an n-dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate points in the n-dimensional concept space;

generating desired job candidate criteria via extraction of concepts from job candidate data for the particular employee having desired characteristics, wherein the job candidate data for the particular employee comprises a resume of the particular employee having desired characteristics;

receiving the ~~converting a job requisition to~~ desired job candidate criteria,

wherein the desired job candidate criteria comprises a desired job candidate criteria point in the

n-dimensional concept space;

finding *m* job candidate points closest to the job candidate criteria point in the *n*-dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the *m* job

candidate points as job candidates matching the desired job candidate criteria**, whereby job**

candidates resembling the particular employee are indicated.

78.   (**Currently Amended**) The at least one computer-readable storage medium of

claim ~~78~~ **77**, wherein the job candidate data **for the job candidate** comprises a resume of the

job candidate.

79.   (**Currently Amended**) The at least one computer-readable storage medium of

claim ~~78~~ **77**, wherein the job candidate data **for the job candidate** comprises assessment

results of the job candidate.

80.   (**Currently Amended**) The at least one computer-readable storage medium of

claim ~~78~~ **77**, wherein the ~~extracting~~ **extraction of concepts** is performed based on detecting a

synonym ~~of the~~ **for a** concept in the job candidate data **for the particular employee having**

desired characteristics.

81.   **(Currently Amended)** The at least one computer-readable storage medium of claim ~~78~~ 77, wherein the concept scores are based at least in part on a level of experience for at least one ~~of the concepts~~ **associated concept**.

82.   **(Currently Amended)** The at least one computer-readable storage medium of claim ~~78~~ 77, wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

83.   **(Currently Amended)** A system for finding a plurality of job candidates **resembling a particular employee having desired characteristics** ~~suitable for a job requisition~~, the system comprising:

memory for storing computer executable instructions; and

at least one processor operable in conjunction with the instructions stored in the memory for finding the plurality of job candidates **resembling the particular employee having desired characteristics** ~~suitable for a job requisition~~ by performing the following:

via at least one ontology-based extractor and at least one ontology-independent extractor, conceptualizing job candidate data for a plurality of job candidates to generate conceptualized job candidate data, wherein the conceptualized job candidate data comprises, for each job candidate, a set of concept scores defining a respective point in an n-dimensional concept space, the concept scores including concept scores for at least one job title, and at least one job skill for the job candidate, whereby the job candidates are represented by job candidate

points in the n-dimensional concept space;

generating desired job candidate criteria via extraction of concepts from job candidate data for the particular employee having desired characteristics, wherein the job candidate data for the particular employee comprises a resume of the particular employee having desired characteristics;

receiving the ~~converting a job requisition to~~ desired job candidate criteria, wherein the desired job candidate criteria comprises a desired job candidate criteria point in the n-dimensional concept space;

finding m job candidate points closest to the job candidate criteria point in the n-dimensional concept space; and

in a graphical user interface, indicating job candidates associated with the m job candidate points as job candidates matching the desired job candidate criteria**, whereby job candidates resembling the particular employee are indicated**.

84.   **(Currently Amended)** The system of claim 83 wherein the job candidate data **for the job candidate** comprises a resume of the job candidate.

85.   **(Currently Amended)** The system of claim 83 wherein the job candidate data **for the candidate** comprises assessment results of the job candidate.

86.   (**Currently Amended**) The system of claim 83 wherein the ~~extracting~~ **extraction of concepts** is performed based on detecting a synonym ~~of the~~ **for a** concept in the job candidate data **for the particular employee having desired characteristics**.

87.   (**Currently Amended**) The system of claim 83 wherein the concept scores are based at least in part on a level of experience for at least one ~~of the concepts~~ **associated concept**.

88.   (Previously Presented) The system of claim 83 wherein the concept scores are increased based at least in part on reputation of an organization at which an associated concept was applied according to the job candidate data.

89.   (**Currently Amended**) The method of claim 18 wherein the job candidate data **for the job candidate** comprises a resume of the job candidate.